

SIDE LETTER AGREEMENT

BETWEEN

THE CITY OF SAN JOSE

AND

CITY ASSOCIATION OF MANAGEMENT PERSONNEL, IFPTE, LOCAL 21 (CAMP)

UNIFORM ALLOWANCE

The City and CAMP acknowledge that the CAMP Memorandum of Agreement (MOA) has the following language regarding Uniform Allowance:

11.11 Uniform Allowance. *Effective payroll calendar year 2016, an annual Uniform Allowance shall accrue for eligible employees regularly assigned to the classifications listed below, provided that such eligible employees are required, in the performance of the assigned duties of such classifications, to wear an approved uniform. The annual accrual rate shall not exceed the amount listed below.*

Classification	Annual maximum accrual	Payment first two pay periods per month
2425 Senior Park Ranger	\$800	\$33.33
3250 Animal Services Operations Supervisor	\$500	\$20.83

11.11.1 *Effective December 20, 2015, payment shall be made during the first two (2) pay periods of each month per biweekly pay period. If an eligible employee is on unpaid leave or unpaid status for a period of one (1) full pay period or more, the employee will not receive the uniform allowance for that pay period(s).*

On or about March 2017, the Supervising Community Service Officer (6126) classification was created. On or about November 2015, the Senior Park Ranger (2425) classification (now known as Supervising Park Ranger) was moved from CAMP to AMSP.

The City and CAMP agree that Article 11.11 of the CAMP MOA shall be modified as follows:

11.11 Uniform Allowance. ~~*Effective payroll calendar year 2016, an*~~*An annual Uniform Allowance shall accrue for eligible employees regularly assigned to the classifications listed below, provided that such eligible employees are required, in the performance of the assigned duties of such classifications, to wear an approved uniform. The annual accrual rate shall not exceed the amount listed below.*

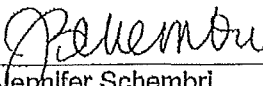
Classification	Annual maximum accrual	Payment first two pay periods per month
2425 Senior Park Ranger	\$800	\$33.33
3250 Animal Services Operations Supervisor	\$500	\$20.83
6126 Supervising Community Service Officer	\$500	\$20.83

11.11.1 ~~Effective December 20, 2015, payment~~ Payment shall be made during the first two (2) pay periods of each month per biweekly pay period. If an eligible employee is on unpaid leave or unpaid status for a period of one (1) full pay period or more, the employee will not receive the uniform allowance for that pay period(s).

Further, incumbents in the Supervising Community Service Officer (6126) classification shall receive the Uniform Allowance as described above, retroactive to the date that the incumbent(s) entered the classification. An employee will be eligible to receive the retroactive Uniform Allowance only if they are serving in the Supervising Community Service Officer (6126) classification at the time the retroactive payment is made.

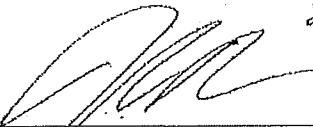
This agreement shall become effective when signed by all parties below. This Side Letter Agreement is hereby incorporated by this reference into the current CAMP MOA.

FOR THE CITY:

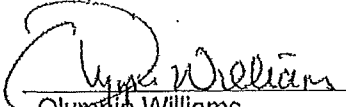
 2/14/18

Jennifer Schembri Date
Director of Employee Relations

FOR THE UNION:

 2/14/2018

Matt Mason Date
Business Representative
IFPTE, Local 21

 2/14/2018

Olympia Williams Date
CAMP, IFPTE, Local 21